

**DEPARTMENT OF HUMAN RESOURCES**

LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400  
SACRAMENTO, CA 95811-7258



March 28, 2013

Mr. Christopher Voight  
California Association of Professional Scientists  
455 Capitol Mall  
Suite 500  
Sacramento, CA 95814

Subject: Initial Bargaining "Sunshine" Proposals

Dear Mr. Voight,

Pursuant to the provisions of Government Code Section 3523, enclosed are the State's initial proposals to reopen negotiations in regards to the current collective bargaining agreement for Bargaining Unit 10 (BU 10), California Association of Professional Scientists, between the State and the California Association of Professional Scientists (CAPS).

The State employer is prepared to begin negotiations with CAPS BU 10 on a successor contract anytime after the sunshine process is complete.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

Sincerely,

A handwritten signature in black ink, appearing to read 'Cindie Fonseca'.

Cindie Fonseca  
Principal Labor Relations Officer

Enclosure

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Association of Professional Scientists  
State Bargaining Unit 10**

**General**

In recognition of the Governor's proposed 2013/14 budget and the State's fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State. The State will incorporate the legislation, Assembly Bill 340, which established the Public Employee's Pension Reform Act of 2013 into successor agreements.

The employer recognizes that the CAPS contract expires July 1, 2013 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

**Article 1 – Recognition**

**Article 2 – Salaries**

The State will be prepared to discuss changes to this article consistent with current laws.

**Article 3 – Leaves**

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

**Article 4 – Holidays**

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

**Article 5 – Health and Welfare**

The State will be prepared to discuss health benefit changes.

**Article 6 – Business and Travel Expenses – Allowances and Reimbursements**

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

**Article 7 – Hours of Work and Overtime**

Article 8 – Retirement

The State will be prepared to negotiate the inclusion of the Public Employee's Pension Reform Act of 2013 into successor agreements.

Article 9 – Grievance and Arbitration Procedure

Article 10 – CAPS Representational Rights

Article 11 – Organizational Security

Article 12 – State Rights

Article 13 – General Provisions

The State will be prepared to discuss changes to this provision that are consistent with current laws.

Article 14 – Health and Safety

Article 15 – Career Development

Article 16 – Transfer and Layoff

Article 17 - Classification

Article 18 - Permanent Intermittent Appointments

Article 19 - Miscellaneous

Article 20 – Entire Agreement and Duration

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.